

What is claimed is:

1. A method for administering a competitive rewards database comprising:
 - a) receiving member data from at least one member computer via a data feed;
 - 5 b) automatically mapping the member data for incorporation into the competitive rewards database; and
 - c) incorporating the member data into the competitive rewards database.
2. The method of claim 1 wherein the competitive rewards database contains
10 at least one of base pay data, long term incentive pay data and annual incentive pay data.
3. The method of claim 2 wherein the competitive rewards database contains
15 at least one calculated data value.
4. The method of claim 1 further comprising a data capture tool operable to
adjust the mapping of member data.
5. The method of claim 4 wherein the data capture tool is coupled to a data
network and is operable to provide remote access to at least a portion of the competitive
20 rewards database.
6. The method of claim 1 further comprising a rewards workbench operable
to query the competitive rewards database.
- 25 7. The method of claim 6 wherein the rewards workbench is coupled to a
data network and is operable to provide remote access to at least a portion of the
competitive rewards database.
8. The method of claim 6 wherein the rewards workbench is operable to
30 automate data feeds to at least one third party human resources management system.
9. A competitive rewards database system comprising:

- a) a competitive rewards database subsystem having a competitive rewards database and a data communications channel;
- b) mapping data for automatically mapping member data prior to incorporation into the competitive rewards database; and
- 5 c) at least one member computer system having a data feed coupled to the data communications channel.

10. The system of claim 9 wherein the competitive rewards database contains at least one of base pay data, long term incentive pay data and annual incentive pay data.

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11. The system of claim 10 wherein the competitive rewards database contains at least one calculated data value.

12. The system of claim 9 further comprising a data capture tool operable to
15 adjust the mapping of member data.

13. The system of claim 12 wherein the data capture tool is coupled to a data network and is operable to provide remote access to at least a portion of the competitive rewards database.

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14. The system of claim 9 further comprising a rewards workbench operable to query the competitive rewards database.

15. The system of claim 14 wherein the rewards workbench is coupled to a
25 data network and is operable to provide remote access to at least a portion of the competitive rewards database.

16. The system of claim 14 wherein the rewards workbench is operable to automate data feeds to at least one third party human resources management system.

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17. A competitive rewards database system comprising:
a) a competitive rewards database subsystem having a competitive rewards database and a data communications channel;

- b) mapping data for automatically mapping member data prior to incorporation into the competitive rewards database;
- c) at least one member computer system having a data feed coupled to the data communications channel;
- 5 d) a data capture tool operable to adjust the mapping of member data; and
- e) a rewards workbench operable to query the competitive rewards database.

18. The system of claim 17 wherein the competitive rewards database contains at least one base pay data, long term incentive pay data and annual incentive pay
10 data.

19. The system of claim 18 wherein the competitive rewards database contains at least one calculated data value.

15 20. The system of claim 17 wherein the data capture tool is coupled to a data network and is operable to provide remote access to at least a portion of the competitive rewards database.

21. The system of claim 17 wherein the rewards workbench is coupled to a
20 data network and is operable to provide remote access to at least a portion of the competitive rewards database.

22. The system of claim 17 wherein the rewards workbench is operable to automate data feeds to at least one third party human resources management system.